



# Inclusion and Diversity Policy

(Includes Equal Opportunity and Sexual Harassment)



**Help for non-English speakers**

If you need help to understand the information in this policy please contact the Office

**Purpose**

The purpose of this policy is to explain Grovedale West Primary School's commitment to making sure every member of our school community, regardless of their background or personal attributes, is treated with respect and dignity. This policy should be read alongside the following Department of Education and Training policies:

- [Equal Opportunity and Human Rights - Students](#)
- For staff, the [Respectful Workplaces](#) policies (including [Equal Opportunity and Anti-Discrimination](#), [Sexual Harassment](#) and [Workplace Bullying](#)) as these whole of Department policies apply to all staff at Grovedale West Primary School.

**Policy**

**Definitions**

*Personal attribute:* a personal characteristic that is protected by State or Commonwealth anti-discrimination legislation. These include: race, disability, sex, sexual orientation, gender identity, religious belief or activity, political belief or activity, age, intersex status, physical features, pregnancy, carer and parental status, breastfeeding, marital or relationship status, lawful sexual activity, employment activity, industrial activity, expunged homosexual conviction or personal association with anyone who is identified with reference to any protected attribute.

*Direct discrimination:* unfavourable treatment because of a person's protected attribute.

*Indirect discrimination:* imposing an unreasonable requirement, condition or practice that disadvantages a person or group of people with a protected attribute.

*Sexual harassment:* unwelcome conduct of a sexual nature towards another person which could reasonably be expected to make that other person feel offended, humiliated or intimidated. It may be physical, verbal, visual or written.

*Disability harassment:* an action taken in relation to the person's disability that is reasonably likely, in all the circumstances, to humiliate, offend, intimidate or distress the person.

*Vilification:* conduct that incites hatred towards or revulsion or severe ridicule of a person or group of people on the basis of their race or religion.

*Victimisation:* subjecting a person or threatening to subject them to detrimental treatment because they (or their associate) has made an allegation of

discrimination or harassment on the basis of a protected attribute (or asserted their rights under relevant policies or law).

### **Inclusion and diversity**

Grovedale West Primary School strives to provide a safe, inclusive and supportive school environment which values the human rights of all students and staff.

At Grovedale West Primary School such diversity includes but is not restricted to:

- Gender diversity
  - Disability
  - Cultural diversity
  - Complex needs
  - Mental Health Needs
  - Refugees
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- Grovedale West Primary School is committed to creating a school community where all members of our school community are welcomed, accepted, and treated equitably and with respect regardless of their backgrounds or personal attributes such as race, language, religious beliefs, gender identity, disability or sexual orientation so that they can participate, achieve and thrive at school.

Grovedale West Primary School acknowledges and celebrates the diversity of backgrounds and experiences in our school community, and we will not tolerate behaviours, language, or practices that label, stereotype or demean others. At Grovedale West Primary School we value the human rights of every student, and we take our obligations under anti-discrimination laws and the Charter of Human Rights and Responsibilities seriously.

Grovedale West Primary School will:

- Actively nurture and promote a culture where everyone is treated with respect and dignity
- ensure that students are not discriminated against (directly or indirectly) and where necessary, are reasonably accommodated to participate in their education and school activities (eg schools sports, concerts, camps and excursions) on the same basis as their peers
- acknowledge and respond to the diverse needs, identities, and strengths of all students
- encourage empathy and fairness towards others
- challenge stereotypes that promote prejudicial and biased behaviors and practices
- contribute to positive learning, engagement, and wellbeing outcomes for students
- respond to complaints and allegations appropriately and ensure that students are not victimised

Grovedale West Primary School demonstrates commitment to diversity in many ways including drawing upon the support of:

- The Barwon South Network of specialists
- External Health providers
- Agencies such as DHHS, Child First, MacKillop and The Orange Door.
- NDIS providers
- Paediatricians and medical providers.
- The Geelong English Language Centre
- DET Marrung Aboriginal Education plan support.
- DET Koorie Education Officers

Bullying, unlawful discrimination, harassment, vilification, and other forms of inappropriate behaviour targeting individuals or groups because of their personal attributes will not be tolerated at Grovedale West Primary School. We will take appropriate measures, consistent with our *Student Wellbeing and Engagement* and *Bullying* policies to respond to students who demonstrate these behaviours at our school.

Students who may have experienced or witnessed this type of behaviour are encouraged to speak up and to let their teachers, parents or carers know about those behaviours to ensure that inappropriate behaviour can be addressed.

Importantly as a primary school where children are learning socially acceptable behaviour and expectations, students that are involved in bullying or harassing others on the basis of their personal attributes will be supported to understand the impact of their behaviour].

### **Reasonable adjustments for students with disabilities**

Grovedale West Primary School also understands that it has a legal obligation to make reasonable adjustments to accommodate students with disabilities. A reasonable adjustment is a measure or action taken to assist students with disabilities to participate in their education on the same basis as their peers. Reasonable adjustments will be made for students with disabilities in consultation with the student, their parents or carers, their teachers and if appropriate, their treating practitioners. Our school may consult through Student Support Group processes and in other less formal ways. For more information about support available for students with disabilities and communicating with us in relation to a student's disability, please refer to schools Inclusion Coordinator for further information.

In ensuring a safe and orderly learning environment for all students, discipline measures for any inappropriate or dangerous behaviour will be consideration in relation to:

- The reasonable adjustments and supports that have already been provided,
- The child age and stage of development
- The impact on the safety and wellbeing of other students and staff
- The behaviour for which the student is being disciplined
- The educational needs of the student,
- Disability

	<ul style="list-style-type: none"> <li>• The residential and social circumstances of the student</li> </ul> <p>For more information about support available for students with disabilities, please refer to our school's <i>Student Wellbeing and Engagement</i> policy.</p>								
Communication	<p>This policy is communicated to our school community in the following ways:</p> <ul style="list-style-type: none"> <li>• Available publicly on our school's website</li> <li>• Staff Induction</li> <li>• Hard copy available from school administration upon request</li> </ul>								
Related Policies and Procedures	<p>For staff, please see the Department's <a href="#">Equal Opportunity and Anti-Discrimination Policy</a>, <a href="#">Sexual Harassment Policy</a> and <a href="#">Workplace Bullying Policy</a> which apply to all staff working at our school.</p> <p>Other relevant Department policies and resources on the Department's Policy and Advisory Library are:</p> <ul style="list-style-type: none"> <li>○ <a href="#">Equal Opportunity and Human Rights - Students</a></li> <li>○ <a href="#">Students with Disability</a></li> <li>○ <a href="#">Koorie Education</a></li> <li>○ <a href="#">Teaching Aboriginal and Torres Strait Islander Culture</a></li> <li>○ <a href="#">Safe Schools</a></li> <li>○ <a href="#">Supports and Services</a></li> <li>○ <a href="#">Program for Students with Disabilities</a></li> </ul>								
Review cycle	<table border="1" data-bbox="435 1144 1441 1361"> <tr> <td data-bbox="435 1144 938 1182"><b>Policy last reviewed</b></td> <td data-bbox="938 1144 1441 1182"> <ul style="list-style-type: none"> <li>• 23/6/22</li> </ul> </td> </tr> <tr> <td data-bbox="435 1182 938 1252"><b>Consultation</b></td> <td data-bbox="938 1182 1441 1252"> <ul style="list-style-type: none"> <li>• Staff 2/8/22</li> <li>• School Council 10/8/22</li> </ul> </td> </tr> <tr> <td data-bbox="435 1252 938 1319"><b>Approved by</b></td> <td data-bbox="938 1252 1441 1319"> <ul style="list-style-type: none"> <li>• 7/12/22 School Council</li> <li>• 7/12/22 Gretta Lynch Principal</li> </ul> </td> </tr> <tr> <td data-bbox="435 1319 938 1361"><b>Next scheduled review date</b></td> <td data-bbox="938 1319 1441 1361"> <ul style="list-style-type: none"> <li>• June 2025</li> </ul> </td> </tr> </table>	<b>Policy last reviewed</b>	<ul style="list-style-type: none"> <li>• 23/6/22</li> </ul>	<b>Consultation</b>	<ul style="list-style-type: none"> <li>• Staff 2/8/22</li> <li>• School Council 10/8/22</li> </ul>	<b>Approved by</b>	<ul style="list-style-type: none"> <li>• 7/12/22 School Council</li> <li>• 7/12/22 Gretta Lynch Principal</li> </ul>	<b>Next scheduled review date</b>	<ul style="list-style-type: none"> <li>• June 2025</li> </ul>
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